

Policy Number	607.000
Policy Title	CIU DRUG TESTING POLICY
Responsible Officer	Athletic Director
Responsible Office	Athletic Department
Summary	CIU's Drug Testing Policy provides CIU the rationale and protocol to test students/student athletes in the case of suspected drug or alcohol use.
Definitions	
Approving Body	Academic Council; Administrative Council
Approval Date	01/08/2018; 12/18/2018
Last Revision	
Re-evaluation Date	Fall 2022
Departmental Impact	The policy affords greater accountability of CIU's student athletes and provides coaches opportunity to supervise and mentor the athletes participating in their sport.

Failure to follow the following policy may result in disciplinary action, including termination of employment.

Policy Statement

The goal of the Columbia International University drug testing policy is to assure that the CIU community is free of illegal or unauthorized drugs, alcohol, and any paraphernalia related to its use. CIU is committed to a healthy, safe, and secure work and educational environment free of substance abuse.

CIU is implementing a drug testing program (the "Program") to assist student athletes in choosing a healthy lifestyle. A drug testing program demonstrates CIU's commitment to fair competition and to the health and well-being of its student athletes.

Rationale

The primary intent of the Program is the well-being of the student athlete. The Program's intention is to educate and to facilitate early detection and treatment for individuals with drug problems, thereby reducing health threats to the student athletes and promoting fairness in competition.

Specifically, the Program's purposes include:

- Identifying student athletes in need of early intervention for possible drug/alcohol use or addiction.
- Positively impacting a student athlete's future by helping him or her with his or her problems or potential problems.
- Discouraging the use of drugs/alcohol.
- Promoting good health and excellent academic and athletic performance.
- Providing education about the effects of drug and/or alcohol use and abuse.
- Assisting the coaching staff in monitoring the student athlete's progress on and off the field, court or course.
- Upholding the values of CIU
- Promoting personal integrity

The policy may also be applied should any CIU student(s) be suspected of alcohol or illegal drug use.

Policy Procedures

I. Education

The Athletic Department of CIU will hold Drug and Alcohol Awareness meetings each semester and individual teams may also conduct awareness meetings periodically. It is important to keep the deterrence of drug and alcohol use and abuse at the forefront of the student-athletes' minds. The Drug and Alcohol Awareness meetings may utilize outside speakers.

II. Notification and Consent

Student athletes will be informed that they must abide by the Program. Information explaining the Program will be provided to each student-athlete and each member of CIU's athletic staff at the beginning of each academic year and prior to being provided with a consent form.

Each student-athlete is required to sign a consent form stating that he/she has read the Program statement, he/she understands its consequences, and he/she has agreed to participate in the Program.

Each student-athlete will be informed that failure or refusal to sign the consent will result in the student-athlete being banned from participation in the CIU athletic programs and forfeiture of scholarship.

III. Confidentiality

CIU will take reasonable measures to protect the identity of any student-athlete who either admits to drug or alcohol use or abuse, or, through testing, is discovered to be using or abusing drugs or alcohol.

All information and records, including test results, will remain confidential and normally be released only to the following persons, other than the student-athlete.

- Dean of Student Life
- Director of Athletics
- Student-Athlete's Coach
- Student-Athlete's Trainer
- Student-Athlete's Parents or Legal Guardians

IV. Drugs Identified Through Screening

A. The use and or abuse of drugs and alcohol affect a student-athlete's safety, health, academic performance, personal life, and athletic performance. All substances, as specified by the National Association of Intercollegiate Athletics ("NAIA") will be screened. The list of drugs for which a student will be tested is based on the guidelines established by the NAIA available at:

http://www.naia.org/files/27900/wellness-center/pdf/NAIA_Banned_Substances_List.pdf.

B. Medical Exceptions:

There are some banned substances, stimulants, beta blockers, diuretics and certain classes of hormones that are used for legitimate medical purposes. Exceptions may be granted for those students with a documented medical history and/or a letter from the prescribing physician demonstrating the need for the use of such a drug.

V. Types of Drug Screening

A. Random Selection:

All student-athletes who have signed the consent form and are listed on the institutional team list are subject to unannounced random testing. Student-athletes will be selected from the official institutional team list by using a random blind draw from a complete list of all student-athletes. 10% will be selected for testing using the random blind draw.

B. Reasonable Suspicion:

Any student-athlete may be required to submit to a drug test if a member of the athletic staff or any qualified person (advisor, faculty, administrator), having an opportunity to observe the student athlete's behavior, physical conditioning, or performance, concludes that there is a reasonable cause to suspect drug/alcohol use. Before requiring the student athlete to submit to drug testing, the staff member requesting testing will consult with the Athletic Director or Dean of Student Life to confirm that reasonable suspicion exists and the appropriate documentation has been supplied.

Reasonable suspicion includes, but is not limited to:

- i. The staff member observing the student athlete's use of drugs or alcohol.
- ii. A change in the student athlete's behavior.
- iii. Inconsistency of the student athlete's grades or performance.
- iv. The student athlete's failure to attend class.
- v. The student athlete's violation of laws (i.e., police involvement, fighting, driving under the influence of drugs or alcohol).
- vi. The student athlete's violation of campus or housing regulations.

VI. Testing Procedures

- A. Drug testing may occur at any time throughout the academic year. The student-athlete will be notified and scheduled for testing no earlier than 24 hours prior to the screening date.
- B. The testing will be conducted by the athletic trainer, school nurse, or other CIU personnel authorized by the Athletic Director.
- C. The Athletic Director, or his/her designee, must be in the collection station to certify the identity of the selected student-athletes and must remain in the collection station until each of the student-athletes has completed the collection process.
- D. Specimen Collection Procedures:
 - i. When ready to urinate, the student-athlete will select a sealed screen test from a supply of such and will follow the instructions on the screen test in recording initials and/or identification.
 - ii. The student-athlete will take the collection cup to the bathroom for collection, accompanied by an observer. Observer must be a non-student employee designated by the Athletic Director, Athletic Trainer, or Nurse.
 - iii. Observer will have the athlete lift his/her shirt and turn 360 degrees to insure that nothing else is brought into the collection area.
 - iv. The amount of specimen needed will correlate to the amount specified on the screen test. Fluids given to student-athletes who have difficulty voiding must be from sealed containers (certified by the Director of Athletics and/or Nurse) that are opened and consumed in the station. These items must be free of banned substances.

- v. Once a specimen is provided, the student-athlete will follow instructions from the screen test and close the lid with the required test strips in place.
- vi. Once the specimen is given to the Director of Athletics and/or the Nurse, the student-athlete will select a Student-Athlete Signature Form from a supply of such.
- vii. The student-athlete will sign the Student-Athlete Signature Form, certifying that the procedures were followed as described in the protocol. Any deviation from the procedures must be described and recorded on the Student-Athlete Signature Form at that time. If deviations are alleged, the student-athlete will be required to provide another specimen.
- viii. After the collection has been completed, the specimen will be observed until a result is achieved. At this time the Director of Athletics and/or the Nurse who monitored the furnishing of the specimen will sign the Student-Athlete Signature Form. The Director of Athletics will then secure the Student-Athlete Signature Form.
- ix. Failure to sign the Student-Athlete Drug Testing Consent form or the Student-Athlete Signature Form, to arrive at the collection station at the designated time without justification, or to provide a urine specimen according to the screen test protocol are cause for the same action(s) as evidence of use of a banned substance.
- x. The Director of Athletics or his/her designee will inform the student-athlete of these implications (in the presence of witnesses) and record such on the Student-Athlete Drug Testing Consent Form. If the student-athlete is not available, he/she will be considered to have withdrawn consent and will be ineligible on that basis.

E. Refusal To Test:

If, at any time, a student athlete refuses to take a drug test, the student-athlete is assumed to have tested positive.

Failure to arrive at the collection site at the designated time without justification or to leave the collection site before a specimen is collected will also be treated as a positive test.

Hyperlinks

www.ciu.edu/policy